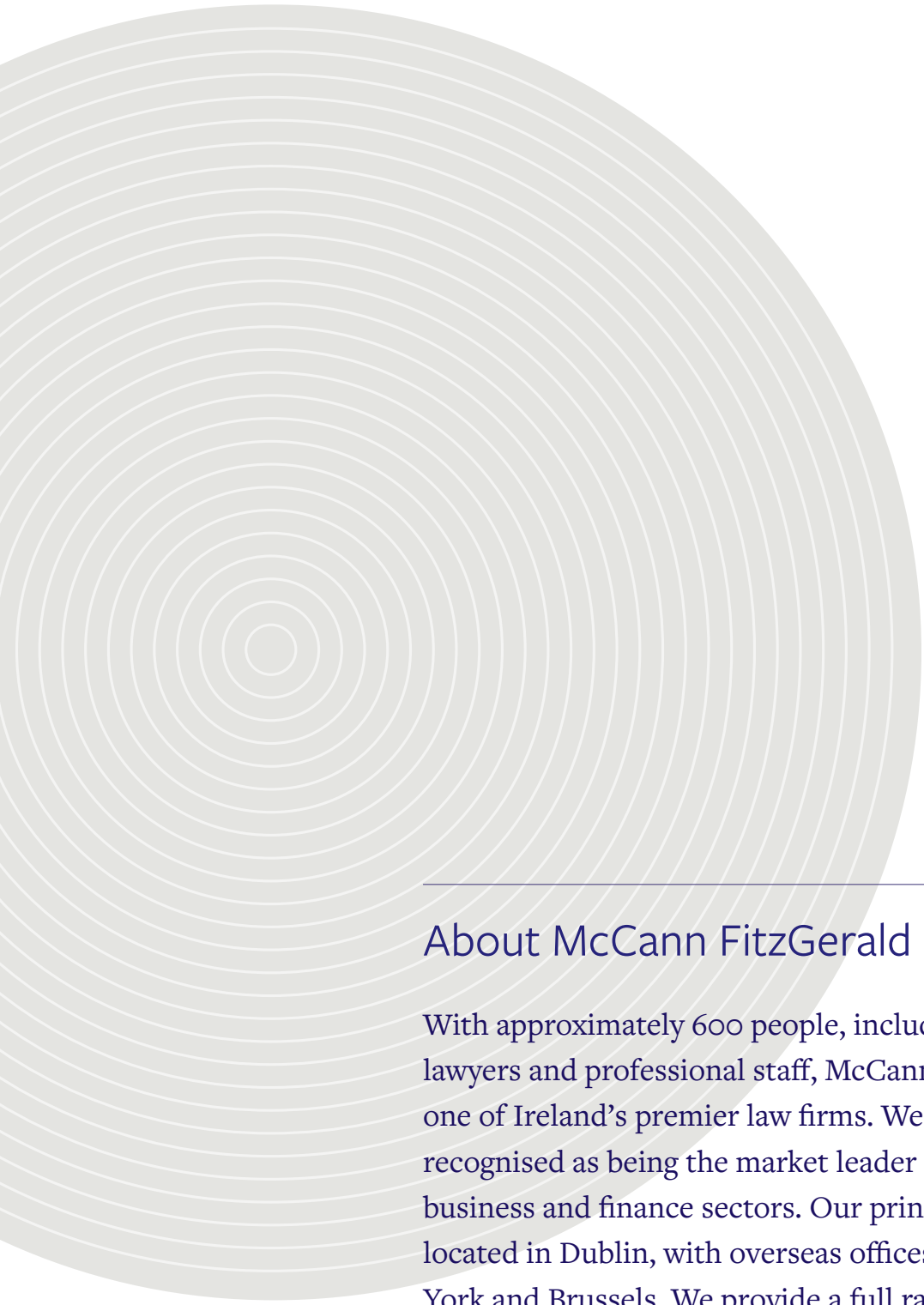

Employment, Pensions and Incentives Group

Expertise

MCCANN FITZGERALD





About McCann FitzGerald

With approximately 600 people, including over 350 lawyers and professional staff, McCann FitzGerald is one of Ireland's premier law firms. We are consistently recognised as being the market leader in Ireland's business and finance sectors. Our principal office is located in Dublin, with overseas offices in London, New York and Brussels. We provide a full range of services, primarily to corporate and financial clients. Our clients include leading international corporations and major Irish businesses.

Introduction

Our market leading Employment, Pensions and Incentives Group offers organisations unique integrated advisory solutions, seamlessly combining our specialist expertise and extensive experience of the most complex and sensitive matters for organisations.

Our Employment, Pensions and Incentives Group consists of a team of highly skilled and experienced specialists, who advise on the full range of employment, equality and industrial relations issues. We also advise on pension schemes to leading employers,

trustees and committees in what is a turbulent environment for many pension plans. Our incentives work involves advising sponsoring employers and trustees on both Revenue approved incentive plans.

Market Commentary

Our team is consistently ranked highly in annual peer and client surveys. Here are some examples.

An impressed client notes that the *"quality of their work was flawless."*

Chambers 2018

A client explains: *"[Mary Brassil] She is really good; she gives very clear guidance, explains the legal situation and then helps to work out what we should do"*

Chambers 2018

Terence McCrann is renowned for his experience advising clients on disputes before the WRC and courts. One client notes that he *"provided excellent advice across a number of employment issues."*

Chambers 2018

Stephen Holst provides *"excellent technical advice"*

Legal 500 2018

Eleanor Cunningham is ranked as a Next Generation Lawyer.

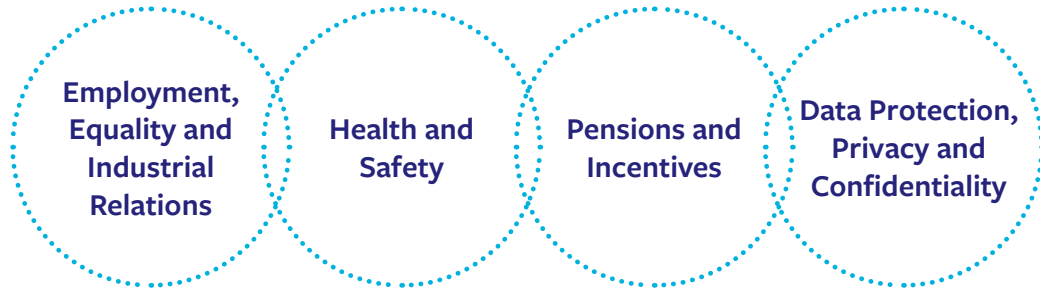
Legal 500 2018

McCann FitzGerald is *"extremely knowledgeable in all aspects of pensions."*

The Legal 500, 2017

Integrated Services

Employment, Pensions and Incentives services at McCann FitzGerald offer a full range of integrated legal solutions to organisations on all employee related issues.



Representative Clients



Key Services

HR Procedures

- Grievance
- Disciplinary
- Dispute Resolution
- Mediation
- Bullying and Harassment
- Discipline
- Termination

Litigation & Dispute Resolution

- Mediation
- Workplace Relations Commission
- Labour Court
- Civil Courts – District, Circuit, High Courts, Court of Appeal, Supreme Court

Consultation

- Information and Consultation
- Transfer of Undertakings
- Collective Redundancies
- Reorganisation and change
- Industrial Relations
- Trade Unions

Terms of Engagement

- Part Time, Full Time, Job Sharing, Fixed Term, Specific Purpose Contracts
- Third Party Contracts for Services
- Outsourcing Arrangements
- Employment Agency Contracts
- Immigration Law and Work Permits

Employment Advisory & Update Services

- Ireland – Case Law and Legislation
- EU - Case Law and Legislation
- Updates
- Workshops
- Recruitment
- Investigations

Compensation & Benefits

- Contractual Terms
- Good and Bad Leaver Provisions
- Executive Remuneration
- Tax

Diversity

- Diversity
- Equality
- Gender Pay Gap Reporting
- Discrimination in Employment and in Goods and Services

Share Schemes

- Approved Profit Sharing Schemes
- Save As You Earn Schemes
- Share Option Schemes
- Long Term Incentive Plans
- Restricted Stock Unit Plans
- Key Employee Engagement Plans

Pensions

- Defined Benefit Restructuring
- Scheme Change Programmes
- Funding Difficulties and Funding Proposals
- Establishing New Pensions Schemes
- Governance
- Benefit Design
- Investment
- Corporate Advice

HR Policies

- Digital Workplace
- Data Protection - GDPR
- Whistleblowing
- Investigations
- Dignity at Work
- Bullying/Harassment
- Holidays and Time Off
- Hours of Work
- Health & Safety

Key Contacts



Terence McCrann

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Terence is Head of Employment in McCann FitzGerald's Employment, Pensions and Incentives Group and is recognised as one of Ireland's leading employment law experts. He advises and guides organisations in this complex area and works with employers on all aspects of employment, equality and industrial relations law.

Terence has vast experience of advising both private and public sector employers as well as practical experience of dealing with industrial relations, employment and equality law cases before the Workplace Relations Commission, the Labour Court and the courts including employment injunctions.

He advises on senior executive director disputes and works with Boards in dealing with the management of such issues. Also dealing with senior executive remuneration in the financial sector, having regard to the CRD IV rules and established regulatory environment as well as the Fitness and Probity regime.

He has also carried out workplace investigations, reviews and reports for companies and Boards including whistleblowing.



Mary Brassil

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Mary is a Partner in McCann FitzGerald's Employment, Pensions and Incentives Group. She advises employers on all aspects of employment, equality and industrial relations law. She has considerable experience in advising domestic and international clients on the employment law aspects of corporate transactions, including cross border mergers, outsourcings, restructuring and redundancy programmes.

Her practice includes representing employers in contentious employment law disputes before the Workplace Relations Commission, the Labour Court and the courts.

Mary advises clients in relation to workplace investigations and senior executive appointments and termination.

She has significant experience of advising clients in the financial sector on the Fitness and Probity Regime and on executive remuneration, having regard to the CRD IV rules and established regulatory environment.

Mary has worked extensively with clients on Gender Pay Gap Issues.



Eleanor Cunningham

Partner, Head of Pensions and Incentives | +353 1 607 1723
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Eleanor is Head of Pensions and Incentives in the Employment, Pensions and Incentives Group. She is responsible for advising financial institutions, semi-state bodies, companies, trustees, committees and employees on various pension plans, employee share plans and other incentive plans.

Her practice includes advising international and domestic clients in both the private and public sectors. Relevant experience includes advising on a range of pension issues including scheme restructuring, liability management exercises, benefit design, trustee governance, scheme amendments, dealing with funding deficits and funding proposals, mergers, scheme wind-ups and

the impact of pensions and other relevant legislation regarding pensions schemes and their operation.

She also regularly advises on the establishment, amendment, governance and administration of defined contribution schemes and the pensions and incentives aspects of various commercial transactions. Eleanor advises on both Revenue approved tax efficient employee shares schemes and on unapproved employee share schemes and other incentive plans working closely with our Tax Group.



Stephen Holst

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Stephen is a Partner in McCann FitzGerald's Employment, Pensions and Incentives Group. Stephen advises clients on critical workforce issues, transactional and contentious issues in the workplace; in particular, on senior executive appointments and terminations; investigations; employee engagement; and the drafting and negotiation of key employment documentation.

Stephen has significant experience before the various employment law tribunals and the High Court (including the Commercial Court), as well as through mediation, and regularly advocates before the Workplace

Relations Commission. He also assists clients in conducting complex employee investigations and Stephen's work has a particular focus on whistleblowing (including the Protected Disclosures Act 2014).

Stephen has significant expertise in the employment and industrial relations aspects of acquisitions, mergers, outsourcings, procurement and restructurings; including on redundancy law, union issues, consultation and TUPE.

Employment, Pensions and Incentives Group



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This document is for general guidance only and should not be regarded as a substitute for professional advice. Such advice should always be taken before acting on any of the matters discussed.